



2022 HEAL Agency Updates to the Environmental Justice Council

Healthy Environment For All (HEAL) Act: Chapter 70A.02 RCW

Agenda

- Agency Strategic Plan update
- Community Engagement Plan update
- EJ Assessment process update
- Budgeting and Funding update
- Agency Budget information
- Common barriers
- IWG needs from EJC

Strategic Plans

Agriculture	Commerce	Health	Transportation	Natural Resources	Ecology	Puget Sound Partnership
<p>WSDA Strategic plan will be published by Jan 1, 2023</p> <p>EJ Implementation plan will be published by Jan 1, 2023</p>	<p>Agency strategic plan has been drafted, incorporates EJ as a priority.</p> <p>EJ Implementation Plan is under development, draft expected by Jan 1, 2023</p>	<p>DOH Transformational Plan published Aug 2022</p> <p>Full DOH EJ Implementation plan will be published by Jan 1, 2023</p>	<p>WSDOT Strategic Plan (Sept 2022)</p> <p>WSDOT Diversity, Equity and Inclusion Plan (Aug 2022 incorporates the HEAL Act)</p> <p>WSDOT Strategic Plan Brochure (Sept 2022)</p> <p>WSDOT EJ Implementation Plan Jan 2023</p>	<p>Agency strategic plan has been drafted, incorporates EJ as a priority.</p> <p>EJ Implementation Plan is under development, draft expected by Jan 1, 2023</p> <p>Public Comment and Participation Policy (Feb 2023)</p> <p>DNR Pro-Equity and Anti-Racism and Environmental Justice Action Plan (Jan-Feb 2023)</p>	<p>Ecology's 2023-2025 Strategic Plan</p> <p>Ecology and EPA Environmental Performance Partnership Agreement State Fiscal Years 2022-2023</p> <p>Language Access Plan (forthcoming 2023)</p> <p>Ecology Pro-Equity and Anti-Racism Strategic Action Plan (forthcoming)</p> <p>Human Resource Diversity Equity Inclusion and Respect Plan (forthcoming)</p>	<p>PSP Strategic Plan (2020-2025)</p> <p>Puget Sound Action Agenda (2022-2026)</p> <p>PSP DEI and EJ Action Plan (tbd adopted December 2022)</p> <p>Equity and EJ Program Strategic Plan (tbd adopted before 2023)</p>

Community Engagement Plans

DESIRED OUTCOMES

Each agency adopts a plan for how to equitably engage with overburdened communities and vulnerable populations

CURRENT WORK

- Agencies completed DRAFT Community Engagement Plans on July 1, 2022
- Next steps:
 - Community listening sessions
 - Engage EJ Council and incorporate their guidance
 - Working with Tribal Liaisons and GOIA on how to offer joint tribal consultation on CE Plans

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EJ Assessments

DESIRED OUTCOMES

Agencies identify and take action to eliminate or reduce potential harm to communities most impacted by environmental hazards and to equitably distribute environmental benefits

CURRENT WORK

- Interagency Work Group just beginning work on this obligation; meeting with some EJC members regularly.
- Goal to develop a common process for all HEAL agencies as baseline, then modify as needed for each agency.
- Next steps:
 - Community listening sessions will further inform this process
 - Engage EJ Council and incorporate their guidance
 - Working with Tribal Liaisons and GOIA on how to offer joint tribal consultation on significant agency actions with impacts to tribes

EJ in Budgeting and Funding

DESIRED OUTCOMES

Equitable distribution of agency budgets, expenditures, and funding opportunities towards overburdened communities, with a focus on the elimination of harm and equitable distribution of environmental benefits, and increased access to participation and decision-making.

CURRENT WORK

- Exploring and scoping misalignment with agency financial systems and HEAL statutory requirements
- Actively seeking guidance and help to determine how we can fulfill this obligation
- Need support from OFM and EJ Council

Budget Information	Agriculture (877 employees)	Commerce (500 employees)	Health (2,872 employees)	Transportation (6,945 employees)	Natural Resources (2,054 employees)	Ecology (1,680 employees)	Puget Sound Partnership (56 employees)
FY21-23 Fiscal Note Request:	\$308,400	\$4,433,542	\$2,316,105	\$1,026,000	\$3,699,300	\$1,535,932	\$1,680,000
FY21-23 Fiscal Note Funding:	\$156,000 2022 Supplemental Budget requested \$656,000	\$3,147,000	\$2,450,254	\$500,000 – Initial Proviso \$526,000 – Supplemental Appropriations	\$3,044,000	\$1,537,000	\$1,680,000
How funds are being used:	Three staff positions& community engagement activities	staffing, data infrastructure and analytics, AAG guidance, staff training, travel for community engagement initiatives	DOH Implementation: \$231,168 (staffing) EJ Council Staffing: \$1,173,593 EHD Map: \$1,045,493	Staffing resources	Initial program design, HEAL implementation, and community engagement.	HEAL staffing	Staffing, training, travel, HEAL Act implementation
FY23-25 Carry Forward or Budget Request:	\$406,000	\$3,094,000	Total: \$7,878,502 DOH Implementation: \$3,897,929 EJ Council Staffing: \$2,242,610 EHD Map: \$1,737,964	\$2,075,000 – Carry Forward	\$1,864,000	Carry Forward Level: \$1,608,000 per biennia	Carry forward: \$274k/year Budget request: \$778K ongoing
How FY23-25 funds will be used:	Advancing activities and community engagement	staffing, data infrastructure and analytics, AAG guidance, community engagement initiatives	Staffing Community Engagement (translation services, accessibility, community compensation)	Staffing resources Community Engagement (translation services, interpretation, accessibility)	HEAL staffing, contracted support and community engagement	HEAL staffing	Staffing (2 FTE) for EJ and community engagement work

Common Barriers

- Need for additional staffing
- Need for additional resources for equitable and accessible community engagement and tribal engagement
- Outdated and cumbersome financial systems and processes
- Change management within agencies
- Confusion and shared resources between HEAL and PEAR work
- Need clearer process for how to work with the EJ Council, process and timeline for Council creating and disseminating guidance to IWG

IWG Needs from EJC

- Clarity on what "guidance" from the Council looks like
 - Is it feedback from individual councilmembers? What is feedback from different councilmembers conflicts or there is disagreement?
 - Is there a process for creating collective guidance from the Council to send to the IWG?
 - How should we work in "iterative consultation" with the Council, as described in the HEAL Act?
- Need for engagement and guidance on:
 - Community Listening sessions format and planning
 - Community Engagement Plans
 - Strategic Plans
 - The process to identify overburdened communities and vulnerable populations
 - Identifying programs that meet the definition of Significant Agency Actions
 - Best practices on environmental justice assessments and when and how to use cumulative environmental health impact analysis
 - How to incorporate environmental justice principles into agency decision processes for budget development, making expenditures, and granting or withholding environmental benefits

Appendices

Department of Agriculture Updates

Strategic Plan

- Strategic plan will be published by Jan 1, 2023

Funding Resources & Requests

- FY21-23 Fiscal Note: \$308,400; we received \$156,000
- FY21-23 Budget Funding: 2022 Supplemental Budget requested \$656,000

How funds are being used:

- Three staff positions and community engagement

FY23-25 Budget Request:

- \$406,000 for advancing activities and community engagement

Implementation barriers:

- A discrepancy in budget resources to implement the HEAL Act
- Delays in the recruitment of staff
- Staff capacity is shared between the implementation of the HEAL Act and Executive Order 22-04 (PEAR)
- Lack of resources for community engagement

Who identified these barriers?

- WSDA Staff

Needs to overcome barriers:

- Hire additional staff
- Submitted Decision Package

Contact Information:

- IWG Representative: Jill Wisehart jwisehart@agr.wa.gov
- EJC Agency Liaison/Ex-Officio: Nicole Johnson, nyjohnson@agr.wa.gov

Department of Commerce Updates

Strategic Plan

- Agency strategic plan has been drafted, incorporates EJ as a priority
- EJ Implementation Plan is under development
- IS department is revamping data management and impact reporting to be responsive and inclusive of various equity initiatives (HEAL, PEAR, Justice40, CCA)

Funding Resources & Requests

FY21-23 Fiscal Note: \$4,433,542

FY21-23 Budget Funding: \$3,147,000 (requested \$326,000 to be carried over due to underspend)

How funds are being used: staffing, data infrastructure and analytics, AAG guidance, staff training, travel for community engagement initiatives

FY23-25 Budget Request: \$3,094,000

Implementation Barriers:

- Delayed EJC formation resulted in delay for agency being able to work iteratively with the Council on HEAL deliverables in accordance with statute timelines
- Budget uncertainty created delays in staffing, initial recruitments limited to short-term, project-based hires
- Change management is complex across an agency with a very diverse portfolio amidst rapid scaling and reorganization
- Lack of centralized program-level data systems and lack of clarity on state-level HEAL data systems
- PEAR executive order adds a layer of complexity for integrating equity efforts across the agency

Who identified these barriers? Department Staff

Needs to overcome barriers: Secure FY24-25 funding

Contact Information:

IWG representative: Jennifer Grove, jennifer.grove@commerce.wa.gov

EJC Agency Liaison/Ex-Officio: Michael Furze, ichael.furze@commerce.wa.gov

Department of Health Updates

Strategic Plan

- [DOH Transformational Plan](#) published Aug 2022
 - Full DOH EJ Implementation plan will be published by Jan 1, 2023

Funding Resources & Requests

FY21-23 Fiscal Note: \$2,316,105

FY21-23 Budget Funding: \$2,450,254

How funds are being used:

- **DOH Implementation: \$231,168**
- EJ Council Staffing: \$1,173,593
- EHD Map: \$1,045,493

FY23-25 Budget Request:

- Total: \$7,878,502
- **DOH Implementation: \$3,897,929**
- EJ Council Staffing: \$2,242,610
- EHD Map: \$1,737,964

Barriers

Implementation barriers:

- Need for additional staffing
- Need for additional resources for equitable and accessible community engagement and (separately) Tribal consultation and engagement
- Challenges with financial systems and processes
- Transformational change management across the agency
- Confusion between HEAL and PEAR

Who identified these barriers?

- DOH staff

Needs to overcome barriers:

- Additional staffing
- Resources to support equitable and accessible community engagement
- Submitted Decision Package

Contact Information:

IWG representative: Charmila Ajmera; Charmila.Ajmera@doh.wa.gov

EJC Agency Liaison/Ex-Officio: Lauren Jenks; Lauren.Jenks@doh.wa.gov

Department of Transportation Updates

Milestones

Community Engagement Plan (July 2022)

Strategic Plan (September 2022)

Diversity, Equity and Inclusion Plan

(August 2022 Embedded in the Strategic Plan - incorporates the HEAL Act/EJ)

EJ Assessment Process Update (Draft)

HEAL Act EJ Implementation Plan (under development)

EJ Webpage

Internal EJ /Community Engagement Practitioners SharePoint Site

Hiring EJ positions across the agency

Funding Resources

FY 21-23 Fiscal Note: \$1,026,000

FY 21-23 Budget Funding: \$500,000 (Initial Proviso)

\$526,000 (Supplemental Appropriations)

FY23-25 Budget Carry Forward: \$2,075,000

How are we using funds:

- Staffing Resources
- Community Engagement
(translation services, interpretation, accessibility)

Barriers

Implementation barriers:

- Requires transformational culture change
- Lack of resources
- Resources to embed meaningful & sustained community engagement in agency practices/decision-making
- Resources for continuous EJ education

Who identified the barriers?

- WSDOT HEAL Act Co-Project Managers
- WSDOT HEAL Act Executive Co-Sponsors

Needs to overcome barriers

- Sustained implementation of the WSDOT DEI plan including EJ education and internal communications
- Community engagement training and sustained implementation throughout WSDOT decision-making
- Identify, fulfill, and monitor EJ /Community Engagement staffing needs (including education and implementation in all WSDOT divisions and regions)

Contact Information

IWG Representatives:

Charlene Kay kayc@wsdot.wa.gov

Alberto Valentin valent@wsdot.wa.gov

EJC Agency Liaison/Ex-Officio:

Allison Camden camdena@wsdot.wa.gov

Department of Natural Resources Updates

Strategic Plan

Will be released by Jan. 1, 2023

Funding Resources & Requests

FY21-23 Fiscal Note: \$3,699,300

FY21-23 Budget Funding: \$3,044,000

How funds are being used:

Staffing for HEAL implementation, Community Engagement, Boards and Commissions program design and support.

FY23-25 Carry Forward Level:
\$1,860,000 per biennia

Barriers

Implementation barriers:

- Statutory timelines and resources were not aligned with EJ Council/IWG coordination.
- Scale of change management across divisions with distinct work culture and function
 - Ex: Wildfire, Real Estate, Forest Resilience, Admin, WA Geologic Survey, etc.
- Limited staff capacity and difficulty in recruitment.
- Skill building and internal education on EJ competencies, principles, history.
- Outdated Financial Systems and Budgetary flexibility.

Who identified these barriers?

- DNR staff responsible for HEAL implementation and Community Steering Committee

How we will be able to overcome barriers:

- Additional Staffing
- Engagement and collaboration with the EJ Council and subgroups
- Investments in internal organizational change management and education

Contact Information:

- EJC Agency Liaison/Ex-Officio: EJ Juarez; ej.juarez@dnr.wa.gov
- IWG representative: Carlos Lugo; carlos.lugo@dnr.wa.gov

Department of Ecology Updates

Strategic Plan

[Ecology's 2023-2025 Strategic Plan Ecology](#)

[EPA Environmental Performance Partnership Agreement](#)
[State Fiscal Years 2022-2023](#)

Funding Resources & Requests

FY21-23 Fiscal Note: \$1,535,932

FY21-23 Budget Funding: \$1,537,000

How funds are being used: Staffing for
HEAL implementation

FY23-25 Carry Forward Level: \$1,608,000 per
biennia

Barriers

Implementation barriers:

- Statutory timelines did not align with available capacity (and process requirements) of council formation and interagency workgroup coordination
- Complexity of change management across an agency with a very diverse portfolio
- Staff capacity, delays in recruitment of staff
- Institutional and operational barriers that take time to transform

Who identified these barriers?

- ECY staff responsible for HEAL implementation

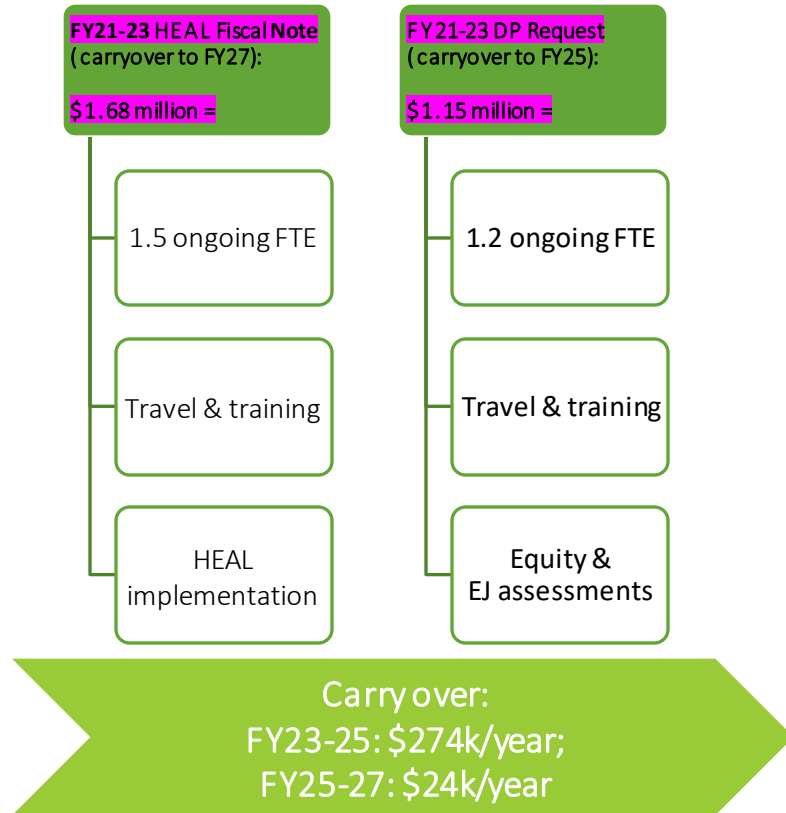
Needs to overcome barriers:

- Additional Staffing
- Engagement and collaboration with the EJ Council and subgroups

Contact Information:

- IWG Representative: Courtney Cecale, courtney.cecale@ecy.wa.gov
- EJC Agency Liaison/Ex-Officio: Millie Piazza, millie.piazza@ecy.wa.gov

Puget Sound Partnership Updates



- FY23-25 Budget Request:
\$778k/year for 2 additional ongoing FTE

Implementation barriers:

- Lack of shared EJ framework w/in IWG
- Lack of guidance from EJ Council
- Lack of direct community engagement

Needs to overcome barriers:

- Direct engagement with the EJ Council
- Additional capacity

Resources to address barriers:

- Legislative support budget request